

GUIDE team for 1992-93 announced

The University's GUIDE (Gallaudet University—Innovation, Direction, and Empowerment) program will soon kick off its fourth year with activities that range from touring Washington, D.C., and seeing the city through the eyes of its African-American community, to retreats where participants learn team-building skills and how Gallaudet gets its funding.

Since 1989 GUIDE has selected 20 University employees for the program each year. Participants gain a more in-depth understanding of how the University operates, plus they are offered opportunities for personal growth.

GUIDE members, who represent various departments at both of Gallaudet's campuses, are nominated by their peers and selected by a committee appointed by President I. King Jordan.

"In the past three years of the program, I have been constantly surprised and pleased at the quality and diversity of the GUIDE classes," said Kayt Lewis, coordinator of employee development and relations for Administrative and Community Services, who

plans the GUIDE team's activities."

The members of the 1993 GUIDE team and the departments they represent are: Deborah Barron, Career Center; Evon Black, Office of Student Life, NWC; Rebecca Davis, College of Arts and Sciences; Madeleine Davis-Shelton, Counseling and Development Center, NWC; Catherine Dehoney, Development Office; Sally Dunn, Graduate Studies and Research; Catherine Fischer, Learning Resource Center, MSSD; Janne Harrelson, Pre-College Outreach Services; Dr. Thomas Jones, Education Department; Susan King, Graduate Studies and Research; Thomas Kober, Tutorial Center; Murray Margolin, Construction Services; Mary Martone, Honors Program; Marsha Morales, Diagnostic and Support Services; Parvathi Narayan, English Language Institute, NWC; Michael Olson, Library; Edgar (Bernie) Palmer, Counseling and Development, MSSD; Dr. Ellen Sugg, Foreign Languages; Dan Wallace, Gallaudet University Press; and Mary (Terry) Weiner, Psychology Department.

The 1993 GUIDE program will begin with a reception on Sept. 23 from 3-5 p.m. in "Ole Jim." It will include a small program with an address from Dr. Jordan. The following day, the team will participate in a two-day retreat that will focus on team-building and leadership skills.

"I have the support of an excellent planning committee, and I feel that they have worked hard and will continue to work hard to provide the current class with a number of memorable and valuable experiences," said Lewis. "My hope is that the members of this year's GUIDE group will grow both personally and professionally throughout the year and that they will make some lasting friendships."

President Jordan to address campus

Gallaudet President I. King Jordan will address the campus community at an informal assembly on Wednesday, Sept. 30, from 3:30 to 4:30 p.m. in Elstad Auditorium.

Dr. Jordan will address a number of issues of interest to the Gallaudet community. A question and answer session will follow.

Faculty, staff, and students are encouraged to attend and participate.

SCPI Committee seeks staff input

The University's Sign Communication Proficiency Interview (SCPI) Committee is soliciting input from campus staff as it follows President I. King Jordan's directive to make recommendations on ways to improve the SCPI program.

Dr. Jordan suspended the SCPI for staff in August while the committee looks at a number of issues, including the program's content validity, rater reliability, interviewing techniques, and policy implications. The committee has been meeting weekly and will continue to do so until Oct. 15, when it will report its findings to Jordan.

According to Beth Singer, a research associate in the Technology Assessment Program and a com-

mittee member, the meetings have been devoted to learning more about the SCPI concept, how it was carried out last semester, what the concerns of staff members are, and what legal implications there may be. Singer said a good deal of discussion has taken place over the issues of validity and reliability of the SCPI and the committee is considering ways to conduct reliability studies.

The committee is encouraging feedback from staff, particularly those who have taken the SCPI. Employees, who can remain anonymous, can call or E-mail the members of the committee: Dr. Jack Gannon (chair), La Varne Hines, Dr. Michael Karchmer, Dr. Michael Kemp, Singer, and Denise Sullivan.



Dr. Yarker Andersson, professor of sociology and president of the World Federation of the Deaf, chats with students at a Sept. 3 reception sponsored by the International Student Club to welcome new international students to Gallaudet.

Senate amends revisions to guidelines

At a special meeting of the University Faculty Senate Sept. 9, the senate approved amendments to revisions of faculty guidelines it had previously approved May 4. The amendments affect portions of the revisions to guidelines governing classification of faculty positions.

The amended revisions were passed despite President I. King Jordan's recommendation that action be delayed pending further negotiations between the administration and representatives of the senate, led by Dr. Neil Reynolds. The negotiations, which began last June, have been necessary because of the administration's objections to some of the revisions passed May 4.

The amended revisions will be considered for approval by the University Faculty Oct. 26. If approved, they are to be considered by the Board of Trustees at its February meeting, according to Dr. William Marshall, chair of the senate.

The revisions passed on May 4 established five faculty classifications: regular, special, adjunct, visiting professor, and emeritus/emerita. The revisions specified that the new classifications were to take effect by the beginning of the 1995-96 academic year.

The amendments to the revisions are an attempt to resolve differences between the administration and the senate over definition of regular, special, and adjunct faculty and the 1995-96 deadline for the conversion to the classification system.

The senate approved the revisions May 4 despite administration concerns expressed by Provost Harvey Corson that some sections of the revisions defining faculty classifications

would deny flexibility to academic departments, schools, and the University in responding to program needs, funding requirements, including grants, and special conditions.

Dr. Corson also said at the May 4 senate meeting that not enough consideration was given to the potential immediate and long-term impact of the revisions.

Many of the administration's concerns with the revisions were met in the negotiations over the summer. Dr. Jordan told the senate, but further immediate negotiation could resolve the final differences between the administration and the senate, leading to a greater probability that the Board of Trustees will approve the amended revisions in February.

The amended revisions define regular faculty as tenure-track appointees or tenured faculty and call for the abolition of the category known as "contract faculty" within three years of adoption of the guidelines.

The amendments define special faculty as non-tenure-track faculty appointed for specified periods not to exceed six years and for the purpose of meeting specific, short-term needs. A special appointment could be renewed beyond the sixth year on a year-by-year basis in exceptional situations.

The amendments define adjunct faculty as part-time faculty who teach no more than two courses per semester. Current adjunct and contract appointees are to be converted to part-time adjunct status, regular status, special status, or be terminated within three years of adoption of the amended revisions.

Credit toward tenure for years of
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Gallaudet smoking policy clarified

The University's smoking policy affirms the right of nonsmokers to have a smoke-free workplace, and the responsibility for implementing the policy lies with supervisors, according to Denise Sullivan, director of Human Resources.

The Staff Advisory Committee (SAC), in response to requests from some individual staff members, asked for clarification of the policy in a recent meeting with President I. King. Policy protects rights of nonsmokers Jordan, Dr. Bette Martin, special assistant to the president, and Sullivan, according to Beth Singer, chair of SAC and a research associate in the Technology Assessment Program.

If an employee's supervisor seems to be smoking in violation of the policy and the employee feels uncomfortable discussing the issue with the supervisor, the employee should discuss the matter with the supervisor's superior, Singer said.

"There doesn't seem to be much of a problem during the summer," Singer said. "When the weather turns cooler, though, people may tend to smoke just inside doorways or other places not allowed by the policy."

The University smoking policy, published in section 1.7 of the Administration and Operations Manual, states: "The right of the nonsmoker to pro-

tect his or her health and comfort takes precedence over another person's right to smoke."

According to the policy, smoking is specifically prohibited in the following places:

- Classrooms, lecture halls and auditoriums, gymnasiums, laboratories, storage areas, mechanical equipment rooms, hallways, corridors, and areas where volatile, flammable, or explosive materials are in use.

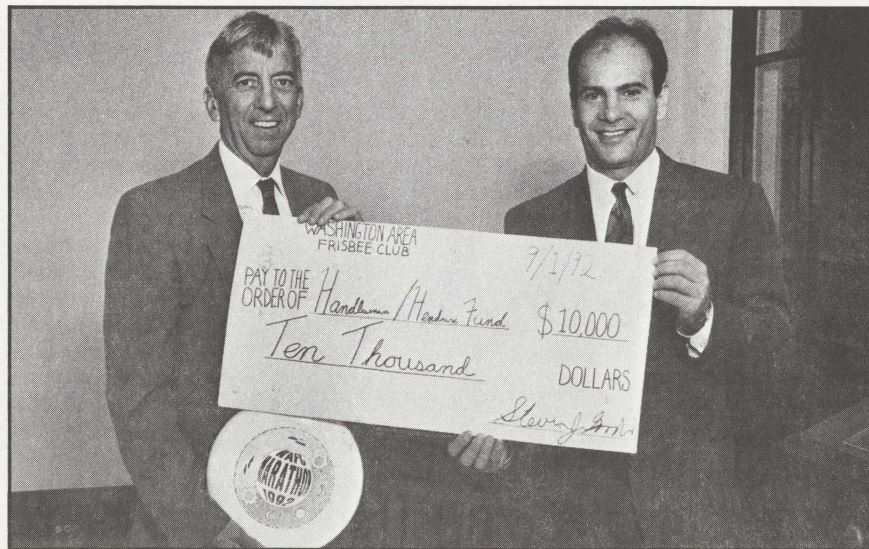
- Common areas, including the snack bar, the Abbey, elevators, reception rooms, client service areas, mail rooms, copier rooms, restrooms, and lounges except where specifically designated "smoking permitted."

- All University dining facilities.
- All University libraries.
- Meeting and conference rooms.
- Residence hall rooms except

where specifically designated "smoking permitted."

Private offices that have floor-to-ceiling partitions with doors closed may be designated by occupants as "no smoking" or as "smoking permitted," provided sufficient ventilation is present. Also, a department or unit's administrative officer may designate areas where smoking may be permitted.

The smoking policy will be published in a revised employee handbook, which is being printed and will be distributed soon, according to Sullivan.



President I. King Jordan accepts a check replica from Steve Goodwin, president of the Washington Area Frisbee Club, for money raised for the Handelsman-Hendrix Scholarship Fund at the Ultimate Frisbee Marathon at Hotchkiss Field July 31-Aug 2. The marathon set a new world's record.

Faculty guidelines changes approved

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prior service will be negotiated between the department, the administration, and the faculty member concerned. Negotiations would have to be completed by the beginning of the third academic year following adoption of the amended revisions.

Jordan told the senate that he supported increasing the number of tenure-track positions and reducing the number of contract teaching positions. But he expressed concern that the proposed guidelines stipulate converting individuals rather than positions. He also expressed concern that, because of the three-year time frame, the amended revisions would not leave the administration enough flexibility to deal with changes in the budget, the declining pool of students, or other developments.

Jordan also expressed concern that the impact on academic departments and the University of converting all

faculty to the new classification system has not been adequately analyzed.

Jordan also said he does not believe the Board of Trustees will accept the amended revisions. He said he had described the senate's original revisions to the board at its May meeting. The board's reaction was unfavorable and the trustees also expressed concerns about a lack of flexibility to deal with future developments.

Reynolds said the amendments to the revisions would allow the administration flexibility because special faculty could serve for longer than six years if a need was demonstrated. In addition, the administration would have up to nine years to make decisions regarding faculty converted to tenure-track status because the amended revised guidelines would be phased in three years after board approval, and tenure-track faculty might be on probationary status for as long as six years after that.

Among Ourselves

Barbara Caldwell, a Technical Studies instructor at the Northwest Campus, co-moderated a workshop on Cued Speech and ASL as a bilingual approach to deaf education at the Conference on Deafness and Hearing Loss in Raleigh, N.C., April 30-May 2. Caldwell

well also presented research relevant to Cued Speech in the area of reading, "Why Johnny Can Read," at the 10th anniversary conference on Cued Speech in San Diego, Calif., June 26-27.

Gina Oliva, an assistant professor in the Department of Physical Education and Recreation, is pictured in the September issue of *Self* magazine in an advertising section profiling 13 women who have achieved unique goals.

KDES' Lettie Tabuena-Bogatz, upper school program supervisor, and Darlene Moore, communication specialist, conducted a workshop on literature-based teaching using the consultative/colaborative model at the Third Asian-Pacific Congress on Deafness in Thailand Aug. 2-7.

Jay Innes, assistant professor in the Department of Education, conducted a two-day workshop on thinking skills for teachers and staff who work with deaf and hard of hearing students in Lancaster, Pa., schools Aug. 31-Sept. 1.

Library hours set

The University Library's fall semester hours are as follows: Mondays through Thursdays, 8 a.m.-11 p.m.; Fridays, 8 a.m.-6 p.m.; Saturdays, 9 a.m.-6 p.m.; and Sundays, noon-11 p.m. Thanksgiving recess hours: Wednesday, Nov. 25, 8 a.m.-6 p.m.; Thursday, Nov. 26 through Saturday, Nov. 28, closed; and Sunday, Nov. 29, noon-11 p.m. Exam week hours: Saturday, Dec. 19, 8 a.m.-8 p.m.; Sunday, Dec. 20, noon-11 p.m.; Monday, Dec. 21, 8 a.m.-11 p.m.; Tuesday, Dec. 22, 8 a.m.-8 p.m.; Wednesday, Dec. 23, 8 a.m.-6 p.m.; Thursday, Dec. 24, 8 a.m.-TBA. Winter break: Dec. 25-Jan. 3, closed.

Correction

A list of new locations of Kendall Green departments and offices published in the Aug. 31 issue of *On the Green* gave an incorrect location for the School of Management's Computer Lab. The lab is in the basement of the Edward Miner Gallaudet building.



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Classified Ads

Classified ads are printed free for Gallaudet faculty and staff. Ads must be submitted in writing to *On the Green*, MSSD, Room G-37, or E-mail LMMCCONNELL. Off-campus phone numbers must include an area code and whether the number is voice or TDD. Ads may be run two weeks if requested and if space permits. Ads received Sept. 21-25 will be published Oct. 5.

FOR SALE: Microsoft Word Release 5.0 and Microsoft Excel for Windows Release 2.1, both for 386 IBM PC, 3 1/2- and 5 1/4-in. disks, unopened packages, \$225 and \$248. Call Debra Charles, (202) 338-1572 (V/TDD) eves. and weekends.

FOR RENT: Room with private bath in TH near Greenbelt/NASA, Md., W/D, kitchen, and storage privileges, \$350 plus 1/2 util. Call x5754 or (301) 552-2132 (V/TDD).

FOR SALE: Twin-size mattress and box spring, like new, \$80. Call John, x3113 (TDD) or E-mail IJLMULHOLLAN.

FOR SALE: '82 Vanagon Camper, AC, stick shift, rebuilt engine, alternator, and starter, new clutch, crossover pipe, muffler, and shocks, runs well, \$3,500 BO. Call Gary, x6486 (TDD).

FOR RENT: 3-BR TH on Capitol Hill, fireplace, roof deck, DW, W/D, security system, eat-in kitchen, avail. immediately, \$990 plus util. Call (202) 546-1908 (V/TDD) or E-mail JLBROWN.

WANTED: Nonsmoking professionals or grad. students to rent basement apt. w/walkout entrance in TH, Silver Spring, Md., storage, kitchen privileges, CAC, fireplace, W/D, DW, microwave, clubhouse, no

pets, free shuttle to Metro, rent plus util. Call (301) 933-8055 (TDD) eves.

FOR SALE: Maternity clothes, electric breastfeeding kit, etc. Call (301) 731-8780 (TDD).

FOR SALE: PC with 16 MHz 286 CPU, 512K RAM, one 3 1/2-in. drive, amber monitor and 2400 baud modem, \$500. Call Tony, (301) 890-2752.

FOR SALE: Holiday Spa lifetime membership, \$900/BO. Call x5226 (TDD) or E-mail VCRIVAS.

WANTED: Ride from Cheverly, Md., to Gallaudet and return, weekdays beginning 9/28, work schedule 8:30 a.m.-5:30 p.m., but flexible. Call Mary Ellen x5025 (TDD) or E-mail MECAREW.

LOST: Green, white, and blue umbrella with wooden handle, WGBH logo, reward. Call Kim, x5540 or (410) 257-1052 (TDD).

Job Openings

Some of the advertised positions may already be filled. The list below includes only new staff and faculty openings and does not represent all jobs available. To get a recorded message describing the complete list, call x5358 or x5359 (TDD).

SUBSTITUTE TEACHERS: MSSD and KDES
COACHING POSITIONS: Athletics Department